

Are there other topics within the general topic of "Capacity of the COC" that you have thought about? Do you have suggestions about how the Committee's time could be more efficiently used? If yes, please share here so that the topic could be included in the stakeholder work.

1	1. COC Review of complaints that are not substantiated are difficult for the credential holder and the District they are working in. There seems to be more faith put in public opinion than in the reports of the District. 2. Holding up an EL authorization because an employee has a DUI, unrelated to District responsibility, seems unrealistic. 3. I understand the need to be protective of students but now we have DOJ and FBI scans on all employees. Let's trust that the system is working. If the Districts bend the rules or make bad judgment calls, let the District suffer the consequences. 4. The COC discipline process is over-loaded and you don't have enough people to do the job quickly. The system is as bad as the legal court system.
2	a) Presently, it seems to me that the staff's investigation reports contain very little information about the teacher's version of the facts, mitigating factors, or the viewpoints of the witnesses propounded by the teacher. The investigation reports tend to simply reiterate what has been written by law enforcement or charged by the school district and only give lip service to information provided by the teacher. While I understand the COC members have access to copies of all documents produced by the teacher, my impression is that they rely heavily, if not exclusively, on the investigation reports prepared by staff. This means that the COC members receive a view that is shaped by the lopsidedness of the investigation report and stacked against the teacher. I suggest that the investigation reports give as much attention to the teacher's information as is given to materials against the teacher. Ultimately, if the COC considers all of the information and recommends accordingly, it will lead to greater efficiency. b) The COC should not open investigations of teachers who have been arrested but are not subsequently charged with any criminal offense.
3	As professionals, we need to be in charge of our own profession. We should be disciplined by our peers, not CTC staff. I would rather that the CTC invest the time and money into building the capacity of the COC rather than having staff making such decisions.
4	COC should follow their own guidelines. Just last year, our district received a letter chastising us for not reporting a 3-day suspension. We responded that it didn't meet the more than 10day rule. There was no further response from the commission.
5	COC should not have to investigate minor infractions; a system of corrective measures should be created that could be implemented at the district level.
6	CTC staff should have the authority to enter into early settlements in cases involving less serious misconduct. Recently I represented a credential holder who had been accused of a single incident of petty theft outside of the workplace (not involving children). Although the credential holder maintained his innocence, his job was secure, so he was willing to accept some reasonable discipline in order to avoid the stress and expense of appearing before the COC. I contacted CTC staff on his behalf to discuss a settlement and was told that staff were without authority to enter into settlement discussions until after the formal review and after the COC had made its recommendation regarding discipline. Given the circumstances, this seemed to be a waste of the COC's time and resources, as well as the credential holder's.
7	Data system that aligns state, county and local for all reporting. Review and provide modifications to Ed Code concerning a stronger alignment btw teaching certification and student growth (certification) Review and modify Ed Code provisions that make Education Cred. more accessible to a wider pool of talent Policies for reducing the number of certificated employees due to a loss in revenue defined by law and for rehiring staff that have been previously laid off
8	Develop a list of the possible misbehaviors. Developing a criteria for making decisions on misconduct Develop a prioritized list of consequences, which would include timelines as well. Consider whether there is a way to "re-earn" ones credentialed status??..not sure?
9	Guidelines/timelines in reporting cases of misconduct must be re-emphasized with school districts. Having enough personnel to adequately research/review each case is essential. The Committee of which I was a part for 5 years worked well together because of the organization/communication by an effective CHAIR. However, it became apparent that getting the cases out to the Committee PRIOR to our monthly meeting to have adequate time to thoroughly review those cases was imperative. ALSO...I have major concerns in having the CTC staff make probably cause determinations apart from the make- up of the established Committee. We do not need a lawyer led process, but one that is driven by the comprehensive make up of the committee as it has traditionally been composed. It might be necessary to ADD OTHER members to the Committee (expanding its numbers) to effectively accomplish its work. But the comprehensive composition of the Committee has been in place for a

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	specific reason...to bring depth, perspective, and broad experience to the decision making process where each case is concerned.
10	How does the COC deal with an employee who reports to work intoxicated without police involvement? How does the COC deal with repeat DUI offenders?
11	I cannot get the survey to respond to my computer input. Re above: If it is true that there are is an increase in the number or complexity of cases then it would make sense to expand capacity.
12	I don't understand this survey...I can rate the ideas-agree, disagree, not sure or yes, no, or maybe...but priority?? I don't know whether to leave all of the sections blank and check "highest priority" for the solution that sounds best...or rate them all from "high to low"...The format here seems very confusing...I would change the choice of survey answers asap, and THEN set your agenda around figuring out the best ways to execute the preferred options put forth by members and survey responders. My answers will be based on "yes" "maybe" and "no" (corresponding to "highest priority-yes)" some-maybe and no-no.
13	I have absolutely no idea about this committee, their purpose, what they do, etc.
14	I support breaking the topics and offenses into different categories - with different pathways depending on the severity and nature of the offense.
15	Is it possible for committee members to receive confidential packets of individual information for those cases that are being heard. This would allow them to read and review in advance. Since a number of cases have been heard and resolved, can a portfolio of benchmark cases be put together for committee members to refer to for precedent when making decisions. This might speed deliberations.
16	It appears that cases appearing before the COC get there in one of two ways. First, the District has already gone the disciplinary/termination route. The other results from the employee breaking some law and there is some dependency on a court ruling. Could two different committees handle the two different routes that employee discipline takes?
17	It is disconcerting that there are situations that arise that are either not addressed by the COC, or are certainly not addressed in a timely manner. Also, the criteria for how situations are evaluated seems arbitrary. We have a teacher who showed extremely poor judgment in coming to work extremely intoxicated. His responsibilities were such he could have been called upon to make critical decisions to the safety of the children (medically fragile) with whom he was working. We put him on leave and did not retain him. However, I have heard he since has been hired in another school. It seems the matter could have been reviewed and at least have a hold placed on his credential while the matter was reviewed.
18	It is important to have the Committee of Credentials, in lieu of taking on the work. At this time, two separate Committees should be formed to keep up with the demands of the caseloads.
19	It was my understanding that once the so called "backlog" was caught up, the time spent would be lessened. However, recently the Committee was told that the volume would always be high. We have had a higher volume over the past few months. It is a mathematical issue that we should catch up. Or the number of cases has simply grown over time so perhaps there never was a "backlog" due to oversight, etc.
20	Keep teachers on the panel
21	Limit the COC's time spent on non-education related matters other than serious criminal cases, e.g., cases where the teacher was acquitted or the case was dismissed in criminal court. Why should the COC waste their valuable time "rehashing" cases which have already been investigated and resolved.
22	maybe the committee could be split into northern, central and southern regions. it seems when i worked in social admin could work better with unions to take care of issues. i find a lot more reluctance in norcal.
23	Misconduct in which the police are not involved doesn't seem to be covered here. If a school has an employee who shows up to work drunk without police involvement, how does the COC deal with it? If an employee breaks his/her contract, how does the COC deal with it?
24	none
25	Not at this time.
26	Perhaps if the cases were prioritized before the committee met the most pressing issues would be review first (if this is not already the practice).

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27	Perhaps this already happens however from a school district POV it would helpful in the cases of school reported misconduct (as opposed to items being reviewed prior to credential issuance or RAP sheet information) that someone at the Commission acknowledge receipt of information received from Districts and provide some feedback on process and timelines.
28	School districts spend a great deal of money keeping employees on paid administrative leave. Possibly add to the list of misconduct that result in mandatory suspension or revocation of a credential would help.
29	See response to #9.
30	Streamline process Look to eliminate procedural delays and roadblocks without sacrificing due process. Prevent "gaming" the system to create delays Preservation of evidence and impacts of time
31	The COC when hearing my case was totally out of touch with the current procedures involving applicant requirements and processes. As a result I was severely punished for a clerical error...and the committee had no idea that the suspension, or public reproof of my credential would in effect end my future as an educator by making it unlikely that I would ever be promoted within my district, or able to gain employment in another district due to their action against my credential. I fought them in a process that took close to 5 years due to their inefficiency and malice towards me. They categorically refused to believe that I could have made a simple mistake and punished me accordingly. It was a horrible and life-altering process, because on an application for a paid internship they claim that I said I had received my master's degree, when in reality I had completed the course work and would receive the actual degree at the end of the internship. I was clear about the fact that I was a student, I was clear about the university I was attending, I was clear that I did not have the clear credential for the position, but that I was eligible for the necessary internship credential, which was all true, however that was not enough for them. I lost my paid internship for school psychology and almost had my teaching credential suspended, because I made a mistake on my paper work. Furthermore, when I met with the committee, they actually seemed to be enjoying the process.
32	The comments throughout are mine alone and do not necessarily represent the California Teachers Association. Teaching is a profession. To the highest degree possible entrance into, and exit from should be a matter decides by the professional's peers.
33	The education code could prioritize the Committee of Credentials and made it mandatory that district release teachers and administrators to serve on the COC and thereby increase capacity so there could be a second committee.
34	The impact of the COC on individual lives (students and teachers) is huge. This activity should be of utmost priority. The responsibility is not recognized and valued through compensation of time and duty to those serving on the COC. To attract and retain quality committee members, there must be realistic value to their time and responsibility.
35	The system needs to have enough capacity to deal with the scope of the problem. To the degree it does not, then the system needs to add capacity. In the absence of that, our actions as educational leaders represents a failure of the moral imperative to protect kids at all times. I do not at all find it acceptable to say, "Well, we know that a particular teacher should not be teaching anymore, but we didn't have time to deal with him or her."
36	The system works adequately. It is the limited resources which delay their reviews.
37	the three topics in #6 need to be edited more carefully.
38	There could be a mid level, such as a county level approach that could then escalate to the COC if not resolved at the county level.
39	We believe that if local district discipline issues are addressed, no further action is necessary by both the CTC and the COC, It is unfair for a teacher to be under scrutiny by the CTC after a district has completed an investigation and closure was reached. If the alleged misconduct is dealt with seriously why should the CTC or the COC have to address the issue again. Why should there be credential implications if the district handled the matter?
40	When I heard the presenter talk about sending requests for information to other agencies multiple times I was amazed. It seems that the other agencies have a legal as well as a moral obligation to respond without having the COC make a second or third request for information. Making the request at a time when the other agency is most likely to be able to respond has some merit, but forcing the COC to make multiple requests is unreasonable and wastes time. Some recourse needs to be put in

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	place to resolve this in a more efficient manner. Also, could a staff person sort the cases by likelihood of action needing to be taken? I think that two committees would be better than one. Our state is very large, with a large population. It seems unreasonable to keep a backlog of work due to increased demands. If some cases are dropped because they are low level first offenses, like a single DUI, it seems that a staff person could take action on those issues. In the question below it describes "two levels of review". This needs to be defined. This could mean many things. The meaning is not clear. Is this screening out low level problems, or is there some other meaning? Low level penalties and fines do not protect children or the public, take time to process, collect, and open the door for all kinds of time wasting. The problem either needs to be addressed or doesn't need to be addressed to protect children and the profession. Alcoholism contributes to many other issues in the workplace.
41	Yes. Many performance cases are incorrectly written to sound as if they are also misconduct matters (i.e. the teacher engaged in misconduct by failing to exercise proper classroom management). These need to be vetted out quickly so that they don't waste the Commission's time.
42	Your questions are kind of gobbledegook. Why don't you spell out the issues in plain English? What does the sentence "restricted by how many cases can begin with the COC each month" mean? Does this mean that members of the COC don't have the time to review case materials? Hear cases? Does this mean that there are too many recommended cases of discipline? Has the number of cases going to the COC increased over the years? Some factual background would be helpful here.

Are there other topics within the general topic of "Reducing the number of cases that go to the COC" that you have thought about? If yes, please share here so that the topic could be included in the stakeholder work.

1	A challenge is the typically the discipline has been a credential suspended. In my experience this has been during the summer so the employee was not affected in any way. In another case the district had to supply a substitute for the employee to take the 21 days of suspension. The district then had to pay for the substitute and of course deduct the pay from the employee. This is harmful to the students.
2	A committee established by the LEA composed of members of the community, administrators and peers to triage or act as a hearing board with some power to impose removal from the classroom without pay, of course with an appeal process in place. If LEAs need parent participation in everything they do why shouldn't that apply to teacher discipline?
3	All certificated employees need to be aware of the possible consequences if they are convicted of certain crimes. Although they do not open a case for them even credential holders' traffic infractions are sent to the CTC. Most teachers have no idea this process exists. Also there should be a focus on diversion instead of punishment for alcohol related crimes that would encourage the person to participate in a program to address the problem in lieu of a fine or suspension.
4	Delegate or form a subcommittee- defined statutory consequences for common misdemeanor alcohol/drugs as long as don't involve children-goal-rehabilitation.
5	Each case is unique. And in dealing with repeat offenders, it is imperative that they be held accountable for the inability to effectively conform their behavior to what the law requires. To put in place a simple punitive regulatory process does not always deal effectively with the uniqueness of an individual's circumstances and enable that person to seek and engender the reparative therapies necessary to transform their lives and enable them to continue to serve in functional capacities as whole persons.
6	Each case must be judged on its own merits. There may be extenuating or mitigating circumstances which must be examined in all cases.
7	How about having a hearing officer decide these cases rather than a commission? I definitely think the other options are unrealistic. Each case must be determined on its own specific facts. Slapping somebody with a fine will accomplish little or nothing.
8	How can the administrative process regarding certificated discipline be reduced? How about eliminating the 3 person hearing process and permitting school districts to carry out suspension and termination with only a review process mandated at the CCTC level?
9	I do not think statutory penalties should be established. However, I do feel that guidelines should be developed by CTC for certain kinds of conduct, including criminal offenses, i.e. DUI's, cases in which diversion has been granted/completed. I think guidelines would be appropriate in cases alleging testing irregularities. Guidelines would allow more cases to exit the system or resolve at an earlier stage.
10	I feel that teachers who bring alcohol or drugs to school or arrive under the influence should be terminated, so long as 100% proof is provided.
11	I have spoken often as a member of the Committee that a letter should go to first time alcohol offenders. The practice has been that the offender is only minimally penalized after second offense (unless children involved, damage, death, etc.). We live in an ever dense society which means DUI's are more dangerous than in decades past. If warned of impending consequences for further violations, we may (should) see a drop in the largest group of offenders - about 40+%.
12	I really don't know enough about the workings of these committees to have well-founded opinions about these topics.
13	I worry that federal Department of Transportation guidelines may be too lax. The DOT has a .02 limit for action. That may be too high—especially for repeat offenders.
14	If a clear criteria of "misbehavior" were established, then guidelines for possible action would be more clearly focused. COC needs to commit to the time needed and see to it, that all cases are handled in a timely manner. (COC needs to impose upon themselves, a commitment to accomplish the tasks...because we are talking about impacting the lives of children, and teaches also.) It is the least we can do. Let's show our commitment & do the job.
15	If an employee breaks his/her contract, how does the COC plan to deal with the report? If a school

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	has an employee who shows up to work drunk without police involvement, how does the COC plan to deal with the report?
16	I'm not sure how many cases come before the COC, but according to the flow-chart, I would guess that many are summarily dismissed (i.e. no case opened). Could a panel of well-trained hearing officers perform some of this screening so that the workload of the COC is reduced?
17	In order to reduce the volume of cases that need to be reviewed, without adversely affecting either accused teachers or the public, I believe it would be a good idea for certain "minor" offenses not involving children to be designated a formula consequence, with the affected teacher always having the opportunity to appeal for a hearing. Acceptance of the predetermined consequence should require a signed statement indicating that the teacher involved has had an opportunity to discuss the decision with a union representative. Just like in traffic court, there ought to be a way for people to accept a minor consequence in the name of efficiency, but always have an avenue for a hearing. Also, and this is important, there should be a simultaneous agreement, on the part of school districts, that teachers involved in these minor infractions not suffer employment consequences. In fact, maybe the waiver of a hearing could be applied only to employees in districts who agree to that condition. In fact, maybe an advisory board, composed of CTC, CTA, CFT, State Department of Education, and CASBA representatives could work out a standard list of actions—only to be adopted if there is unanimity of approval by all stakeholder groups—AGAIN ALWAYS with the caveat that the employee could request (and receive) a hearing.
18	Increase tenure window to 4 yrs vs 2 yrs Eliminate the multiple notice requirements - provide notice 30 days prior to intent to dismiss Remove Ed Code provision that prohibits districts from beginning the dismissal process btw May 15 and Sept 15
19	Inform school districts how to build stronger cases against teachers. This would enable the Professional Competency Panel to deliver a unanimous decision that would be difficult to overturn and would be clearly parallel to the COC's decision.
20	It is obvious that levels need to be established: 1. Offences to Ed Code and Penal Code 2. Offences that are up for dismissal' 3. Offences that have Suspended an employee for more than 10 days 4. Offences that are still pending the court system
21	Let the judicial system deal with DUI situations. If it is a felony, loose your certificate if it is on the job. If it is outside of the requirement required to do the job let the individual work with the courts.
22	No reduction of cases but an enhanced system of suspension. Also, all suspension of credentials MUST be during the time when the credential would be otherwise used. I am very concerned that the Commission suspends the credential in a manner where there is no financial loss to the certificated person for obvious reasons.
23	none
24	Petty thefts and DUI's not involving children or collision could be handled by CTC staff or through a statutory change.
25	Please see above.
26	Please see above. Early settlements of relatively minor offenses not involving children should definitely be an option.
27	Please see above...however, I cannot stress strongly enough the negative impact this attack had on me, my life and my career. If there had been a way to agree to be much more careful in the future, because there was NO INTENT on my part to deceive anyone regarding my qualifications for the job and if there had been any kind of reasonable way to accomplish this without attorneys and so much time out of my life it should happen.
28	Regulatory policies should be a flexible and nuanced as possible. There is a significant and qualitative difference in someone who gets a DUI on the way home from a party on Saturday night and someone who gets a DUI on the way to school on Monday morning.
29	repeat offenders of misdemeanors drug and alcohol offenses
30	See # 7 above.
31	Settlements a the level below credentials actions should remain a local matter, but the requirement to report to CTC under Title V for all change sin employment has been a key provision to stave off

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	union pressure to agree to a resignation in lieu of reporting. This type of deal should never be allowed. Settlements at the credentials action level (after employment action has been taken by the local district) is fine as long as the local school district AND union remain out of the discussion. There should not be another bite at the apple for the Union or Employee.
32	Some petty thefts and DUI's not involving children or collisions handled by CTC staff or through change in statutory regulation.
33	Students are falsely accusing teachers of child abuse and administration is conducting bogus investigations, effectively damaging teachers' reputations and cheating them of their careers. Security cameras are mounted throughout the campus, but are forbidden in the classroom. This paradox must be reversed, or some other safety must be put in place so that the instructor can perform his/her teaching responsibilities without the fear of false finger pointing.
34	Teachers need to be involved in discipline
35	The job of the CTC is not to make less work for itself. It is to be the gateway and gatekeeper to our profession working with the certificated educators in this state. That may take a lot of work. It is worthy and necessary work that needs to be done correctly without shortcuts for the sake of our students and for our professional colleagues.
36	There needs to be training in the field as to what is appropriate to send forward and what information should be sent with the initial complaint. This would save time in requesting after the complaint has been sent. Touch it once, make a decision and move it on. It takes too many years to move a case through the system
37	Unless the claim results in a criminal conviction, no action should be taken unless the incident involved students or at school use.
38	Yes, for alcohol or drug abuse for a voluntary diversion program.
39	You questions for # 8 are very poorly asked. Priority level is a poor scale. I may disagree adamantly with one of the suggestions which makes it unclear if it should be a "High Priority" or a "Low Priority".

Categories found in the responses

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|---|---|
| 1) Move cases more quickly with clear procedures | 4) Safety of Students |
| 2) Define what to review, assign specific penalties | 5) Education of educators and the public |
| 3) Due process/rights of credential holders | 6) Composition and procedures of the COC |
| | 7) Process and interaction with employers |

First Priority	
1	How to make the process less time consuming while still affording due process.
1	Create two committees
1	Convene two separate COCs
1	Reduce the amount of time required for a case to be reviewed by CCTC & COC
1	Things need to move through the system more quickly. It can take years to get results from COC.
1	Improving efficiency with early settlements
1	Speed up the process
1	Efficiency
1	Swift resolution of teacher license suspension/revocation cases
1	Process for addressing cases more efficiently
1	Making the resolution of misconduct much quicker.
1	The time frame required. Is there a way to expedite the process?
1	Efficient and timely process for identifying the highest priority cases
1	Efficiency
1	Making quicker decisions regarding cases
1	provide for quicker turn-around from other agencies without duplicate requests from COC
1	ensuring safety of children
1	expediency
1	A re-affirmation of the discretionary authority of the COC (and CTC) in granting licenses/credentials and administering sanctions on credential holders.
1	welfare of the children in the classroom and at the school site
1	Establishing a time allotment for completing the decision making for cases.
1	expediting process
1	A more efficient timeline with reasonable due process provisions that encourage school leaders to hold others accountable instead of making it extremely labor intensive and emotionally draining. There has to be a more efficient way to do things.
1	Streamline process
1	More committee opportunities
1	How to move the process along faster.
2	Evaluating exculpatory evidence to determine whether a review is called for.
2	term of suspension
2	Teacher criminal activity
2	Mandating suspensions for more offenses/allegations than those which currently exist in statute
2	Vetting frivolous performance cases.
2	Dangerous or illegal behavior
2	More concrete guidelines for specific offenses
2	Alternatives to Dismissal and/or suspension
2	That lesser offences be managed by staff.
2	Limited review of misconduct cases. Only hear severe misconduct cases dealing with inappropriate behavior with students.
2	Review of charges and convictions for Ed Code 44222 issues
2	sex
2	Penalties or fines established in lieu of review for "some" alcohol related crimes.

Categories found in the responses

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2	The COC should not undertake cases that have already been resolved/adjudicated in another forum.
2	developing statutes and regulations specifying fines and penalties for specific offenses
2	Criminal activity
2	prioritize misconduct for quick review by the board vs. those misconduct issues that could be resolved via fine
2	Review and revise Ed Code as cited above (critical work in each area)
2	establishing guidelines for conduct that is not subject to discipline
2	How to handle alcohol and drug issues
2	Separate processes and procedures for "no harm" offenses.
2	child abuse
2	How the commission reacts to what teachers state on their credential renewal applications
3	To be specific in their goals and review each situation completely.
3	the importance of due process
3	having teachers decide discipline for teachers like any other profession
4	Suspension of credential based upon crimes that affect children.
4	Care and welfare of students
4	Bad teachers hurting students being suspended
5	Trying to reduce number of repeat offenses (DUI's especially) by clear knowledge of consequences
5	develop avenues for improved communication with employers
5	Increased visibility and public awareness of committee
6	Improving CTC ability to review cases by predominately the people in the profession
	All relevant areas have been addressed
	Consensus building model versus a one decision maker model
	Looking at the way teachers are impacted by the federal mandates and districts cannot offer support.
	make it easier to dismiss based on incompetence
	Making Steinberg happy
	Suspending students that file a wrongful suit of teachers
	Use of funds to ensure process works.

Second Priorities

1	Accuracy
1	Ensuring that Commission investigations are properly documented.
1	Improving record keeping and case processing in a timely manner
1	Information tracking/database of information
1	Making the process more open
1	Making the process more transparent.
1	To complete educator discipline in a timely manner (no more that 3 months)
1	develop ways to speed up the entire process to allow conclusion
1	Increase the number of Investigator/research staff to facilitate the work of the Committee
1	Making investigations move in a timely manner for teachers.
1	Making the resolution of misconduct quicker
1	number and types of cases heard
1	A more efficient timeline with reasonable due process provisions...
1	Acting in a timely manner, that districts can count on....as the education process is on-going at schools.
1	Bring the caseloads current

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1	professionalism & neutrality of staff
2	Teacher misconduct
2	The range of misconduct that is subject to discipline
2	drugs
2	establishing guidelines for conduct that is subject to discipline and the appropriate level of discipline
2	have staffers deal with very low level, one-time issues, like one-time DUI
2	How to evaluate educators who are accused but not charged or convicted of any offense
2	Petty offenses handled by CTC staff
2	Process put in place for minor "offenders" to have their record cleared.
2	Reduce the number of cases reviewed by COC
2	Review of convictions for other drug and alcohol-related crimes
2	Actual use of Moral Turpitude requirements for teachers and administrators.
2	Clarity on breach of contract
2	Clear criteria and procedures
2	conditions of revocation
3	Deliberative process should lack any interference from CTC staff that credential holder or applicant cannot respond to
3	Do not try to use cookie cutter methods to reduce cases. Offenders are humans who should be treated individually
3	Educators due process rights
3	ensuring due process rights for educators
5	That teachers who are being reviewed by CTC understand the severity
6	Possibility of establishing regional COC's.
6	Use retired teachers or administrators
6	Analysis of current process by COC members
6	Reviewing the composition of the committee
6	A review of the discretionary authority of the COC, focusing on the extent to which COC procedures and/or recommendations on teacher discipline are consistent with standards set by the Commission.
6	Committee members should participate in a legal education course program.
7	coordinating process with district disciplinary proceedings
7	During the time the employee is being investigated, typically districts put the teacher on paid leave. This is a huge cost factor.
7	Simplifying the steps and documents needed by District to notify the CCTC of employee offenses
	incompetence
	Offer funding to assist the teacher in attending the hearings
	Permit greater local control
	safety of the educator's family
	Support for induction program that aligns university work - certification of teachers based on performance
	Unprofessional Conduct
	Unprofessional conduct documented over time

3rd Priority

1	Making the resolution of misconduct more open
1	response time on cases
1	The speed of reviews and whether discipline could be progressive in nature (and thus could be more routine and

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	expeditious in certain types of cases)
1	A more efficient timeline with reasonable due process provisions...
1	Consistency
1	Consistency/fairness
1	Efficient and timely enforcement of discipline.
1	Address and close out once and for all discipline cases which are many years old and essentially defunct
2	Predictable outcomes for similar offenses.
2	Review of convictions for misdemeanor criminal activity
2	Set fines for misconduct and suspend credentials while investigations are conducted
2	Using a hearing officer on some specific types of cases
2	verbal, physical abuse of students
2	willful neglect of statutory duties
2	Administrative criminal activity and/or misconduct
2	Evaluate offense that have/ or do not have an actual nexus to fitness to teach
5	public sharing of information
5	Communication of the process for new administrators. The new flow chart is helpful and should be distributed to districts.
5	correcting the public impression that California state is doing a poor job of protecting children from dangerous educators
6	Expand the Committee with more educators to ten as opposed to seven to facilitate the work of the Committee
6	Membership on the committee
6	set up a second COC to share the load, but still provide all the rights of due process
6	That perhaps two or three committees be paneled so that more cases can be reviewed.
6	enlarging or splitting COC
7	Mandate CCTC review of suspension or dismissal, after school boards have already taken disciplinary action
7	due diligence by the district and CTC
7	Having a penalty imposed mean something - not letting the employee serve their suspension during the summer for example
	Developing consent determinations which do not contain language which appears to be surplusage.
	Look at ideas from other licensing agencies
	Previous issues
	Remembering that educators are role models for students.
	Staying strictly to the auditor's report.
	Streamline process for dismissal
	Streamline the bureaucracy and make sure that the members of the commission are on the committee for the right reasons. Right, as in protecting children and professional educators.
	Unsatisfactory performance documented over time

Final Thoughts—Educator Discipline Survey

1	Due process is absolutely required to protect the rights and livelihood of the teacher, but discipline is absolutely required to protect children and others from criminal actions.
2	California has some of the highest standards in the nation for teacher preparation and credentialing. I'm sure some individuals who could bring harm to children get through that process, but I believe most teachers are good people who are a positive influence for children. They may not be perfect, but they take their jobs seriously and work hard to help children. It's my understanding that one of the most common charges against teachers that comes before the COC is DUI. What does this have to do with being an educator? I have never been charged with DUI, but I know a colleague who experienced this once. All she wanted to do was keep it as secret as possible and never let it happen again. It was a learning experience for her--a wake up call. To my knowledge, her credential was never in peril, and I don't think it should have been. I hope the COC is focusing on those charges which could actually adversely affect children, and not on issues that may indicate an unfortunate lapse of good judgment, or perhaps a need for substance abuse counseling. Such issues are better dealt with through the local district.
3	Let's not go down the road towards denial of protections to people who have invested so much of their lives in the education of society's children, in the interest of expediency.
4	The local district office, possibly the police and the DA's office should be sufficient to address these serious issues.
5	I am NOT in favor of eliminating a discipline panel and allowing the CTC to discipline. That is NOT done in any other profession. Treat us like the professionals that most of us are.
6	As a committee member, I am honored to serve. The Seven members come with different backgrounds and experiences and therefore have no bias. All cases are discussed and reviewed in detail by all committee members. Decisions made are not taken lightly but with the knowledge that someone's life is being affected. The work we do is daunting but rewarding with the knowledge that we are charged with the safety of children. Thank you for allowing me to offer my insight.
7	Teachers should have common sense in what the difference is between a crime and a mistake. However, as education is an ever evolving creature, standardizing educator discipline so that it is consistent from district to district across the state of California would be a great first step. The next would be informing all educators of what the policies are precisely-- perhaps as each renews their credential an electronic signature is required. We speak all the time of holding accountability, but fail miserably on occasion with passing the information out. This would all be helpful, especially to new educators.
8	This process needs to be refined and carried out well. Everyone will benefit when that happens. To make that happen, the state (sometimes inefficient) needs to commit to an efficient process and deal seriously with educator's misbehavior.....and do so in a consistent manner. We the people, we the educators, we the parents are depending on that to happen.
9	Currently, the primary burden to discipline falls on school districts. In cases of serious misconduct, swift action by the commission may relieve the burden on school districts.
10	If this leads to an improvement in the time to processes cases, then the CCTC is to be applauded. The process should not take as long as it currently does, not acceptable.
11	Over the past four years, there have been great strides in the process for Committee members. First, the cases are now written up in a clear, parallel pattern to one another and redundancy reduced. Individual style has been reduced. The use of technology, while having typical issues, has been introduced and is being adopted/adapted well by the members. The quality of the members has remained or increased in quality. The respect and quality of interaction between and among members and staff has remained or increased.
12	Revise Ed Code to allow local districts and governing boards to terminate permanent teachers as it does with classified employees. Most teachers with complaints filed with the CTC also have performance, behavior or attendance issues as part of their evaluation and/or have already been disciplined for non-criminal offenses. Due process for termination is overly burdensome. Streamlining this process would help alleviate the flood of

Final Thoughts—Educator Discipline Survey

	complaints filed with the CTC.
13	The current process was criticized by the auditor for processing time and docket control, it was not an invitation to work a political agenda, and should not be used for the same.
14	Having been a site principal and a district assistant superintendent of HR, I can say from first-hand experience that school and union leaders all recognize who needs to be dealt with. The current adversarial system makes it extremely challenging for site administrators to tackle the tough job of holding employees accountable for providing best practice on behalf of kids. It rewards stalling, stonewalling, settlements borne out of expedience or compromising values, oftentimes without correcting the behavior. The timelines are unreasonable and the work onerous. The urban legend is that you cannot get rid of a tenured teacher no matter what they have done. While I have not experienced this to be true, I have spoken to a great many of my colleagues who shared this belief and who may not even try. It is my opinion that at a time of great turnover in site administration, when so many veteran principals and district administrators are retiring, now more than ever, we need to give help to the younger and incoming principals by providing an efficient and robust discipline system that encourages, rather than discourages these school leaders. District and state level leaders must work to give them the tools to be successful. At a time when we are asking more and more of our school leaders, I am extremely concerned that in the absence of setting them up for success, we will be setting them up for failure. These decisions (getting the right people on the bus, and the wrong off the bus) are too important to the State and its children to leave it up to the vagueries of local politics and capacity to determine whether teachers who ought not to be in the classroom remain there or not. I am extremely confident that reasonable minds can develop a system that balances the due process rights of employees within a fair and efficient discipline system that makes it much easier to deal with those employees who have demonstrated to some degree that they are unfit to serve. It doesn't have to take so long or require so many layers of due process. Our kids deserve better from us.
15	Far too cumbersome. Discourages employee accountability. Cost prohibitive (once legal fees are calculated). Local control (school boards) is limited. I would be interested in participating in both meetings. Please contact me if you would like me to attend.
16	A license is a privilege, not a right. The CCTC COC process must have more teeth for our children.
17	Over all the COC does a very good job with its limited resources. I have been practicing for 34 years before the CCTC and have often times been impressed by their efforts. This does not mean I agree with all their recommendations. Also I sometimes become frustrated that after a hearing before an ALJ the Commission imposes its own decision without due consideration for the hearing process.
18	We need to inject some common sense in to these proceedings and our future decisions. We need to put our efforts towards punishing and/or removing people who need to find a different line of work. Not everyone is capable of being the kind of role model we need for our children, however it is impossible for anyone to be perfect. Let's work on separating the people who have made the kinds of decisions demonstrating their inability to perform as a highly qualified teacher and role model for children, and good teachers and human beings who have made a minor mistake, or error in judgment and treat them accordingly.
19	I believe the process moves very slow. I know that there is due process involved but there are times when you don't want a teacher in the classroom or on paid admin. leave.
20	The only thing the educator discipline process should be concerned with is illegal or grievous conduct by a teacher or administrator. The COC should not be being bothered by petty or insignificant mistakes. If it isn't illegal, or doesn't involve cheating - leave it alone.
21	Educators who invest so much time and effort into their careers deserve a fair process of peer review of any their actions that could result in the revocation of credentials just as other professions most often do and should have.
22	Employers spend a great deal of money placing and keeping employees on paid administrative leave.

Final Thoughts—Educator Discipline Survey

	Imposing a suspension to be served during the summer months or over a break hardly makes an impact on the employee.
23	None at this time. Thank you for your work.
24	The CCTC is in the middle of a cathartic metamorphosis. It is essential that the process of reconfiguring the process be evaluated at every level to insure a greater effectiveness in serving the needs of our students and educational personnel. Politics has invaded the process to some degree and that needs to be looked at honestly and eliminated wherever possible. Clear guidelines for all personnel working at the CCTC need to be put in place due to the recent shakeup that has occurred. Educators in the state of California at all levels need to be made concretely aware of the EXPECTATIONS under which they are required to serve students and one another. Boundary training may need to be imposed on faculty's at all educational facilities to further insure that personnel are aware of the implications of their actions and verbal expressions whether relating to one another or to students and parents. Clear guidelines will enable us to cut down on increased infractions that lead to a weakening of our educational system within our state.
25	My experience in working with the educator discipline process was very positive although it was definitely cumbersome with regards to timeliness.
26	Employers spend a great deal of money keeping employees on paid administrative leave. Perhaps, additions to the list of misconduct that result in mandatory suspension or revocation of a credential would be helpful.
27	I have found that when teachers have abandoned their classrooms they were appropriately held accountable for their actions. I have found that when dealing with teacher discipline for negative actions taken toward students, the COC has been fair and just.
28	Presently there is one COC which meets in Sacramento 3 - 4 days each month. What about creating an additional COC or two - one in northern CA, one in Central, and one in Southern?
29	I would like to see a harder line taken by both site administrators and school boards. I believe that teachers are allowed to continue unacceptable behavior because administrators do not monitor their faculties and are reticent to confront those who engage in misconduct.
30	Due process is fundamental to teacher rights and protection and does not interfere with student protections
31	none
32	You might want to consider expanding the membership of the C of C to include experienced Credential Analysts from IHEs, County Offices, and District Offices.

Would you support additions to the list of misconduct that result in mandatory suspension or revocation of a credential if it would lead to a higher percentage of cases processed more quickly by the Committee of Credentials? If

Yes, please specify the types of misconduct for which this should be considered. **54 Yes (58.1 %) 39 No (41.9%)**

Possible Additions to the List of Misconduct that leads to Mandatory Suspension or Revocation	
1	Actions that have clearly had an impact or a potential impact on the safety of students.
2	All cases should be judged on fitness for teaching. A conviction should not be "Per se"
3	All justifications for termination should be added. Example, moral turpitude, evident unfitness for duty, immoral conduct, etc.
4	any felony conviction
5	any offense which would also go before a court of law
6	any physical harm to students; any firearms violation; hate crime
7	Anything involving cruelty to a child. Violence
8	anything that involves violence, drugs, alcohol
9	Anything violent. Intentional cruelty to a child
10	Because I have no faith in the current process and I believe that before someone's life and career are ruined, the commission should hear each offense on a case by case basis. Every person has the right to have their situation considered individually. However, there has to be a way for the commission to hear only IMPORTANT and pressing issues. The amount of time spent on my case was a ridiculous waste of the taxpayer's, CTA's, my family, fellow teachers, attorneys' and anyone involved in the case's time!
11	Blatant offenses in the profession that may not actually be a violation of law.
12	Cannot think of any specifics but DPP staff probably have excellent suggestions
13	charges specified in EC 44424 "optional" LOA
14	child abuse
15	convicted drug offense, convicted of any felony
16	Corporal punishment. Sexual harassment. misappropriation of student funds
17	Domestic disputes involving police and children, gross negligence in a classroom setting (documented), morals crimes such as fraud, etc.
18	Domestic violence
19	drug, sex offences or anything specified in the education code
20	Falsifying documents such as state tests
21	firearm violations, child endangerment
22	Frankly, we have plenty of available teachers in CA at the present time, and things like serving alcohol to minors (even though not at school) or having nude photos of yourself on "My space" or speaking inappropriately about student's anatomy while on the job...all look like possibilities to me.
23	If a teacher is found to be under the influence of illegal drugs or alcohol while at school/school-related event. If a teacher is dismissed by their school district, or resigned because allegations of a sexual relationship with a student have been substantiated.
24	Insubordination, Dishonesty, Theft
25	Many types of misconduct do not fall into the area of crimes but are unprofessional and damaging to children. I think these types of situations should be addressed - see current case law for unprofessional behavior (upheld dismissals...)
26	Minor substance abuse issues
27	more specific dui guidelines strengthen the waiver process look more carefully at spousal abuse
28	Most felonies
29	multiple DUIs or arrests for the same offense, assault or battery on an individual not in self-defense or defense of others,
30	No, guilt is implied, whether the person is guilty or not.
31	observable physical abuse
32	probably not. I believe only the most serious misconduct should result in mandatory suspension.
33	Spousal abuse, battery, theft
34	Technology misuse - pornography on district computer being viewed during working hours We would like our classified staff to be able to put certificated staff on leave without pay after recing the 45 and/or 90 notice without improvement.

Possible Additions to the List of Misconduct that leads to Mandatory Suspension or Revocation	
35	Unprofessional use of the Internet and District Allowed Electronic Social Media Systems
36	Unsatisfactory performance documented over a number of years
37	Violence committed against students or other staff. Dishonesty related to the performance of state mandated assessments (this would likely curtail cheating in order to improve a school's test scores). Repeated instances of willful defiance of valid school authority (while this could prove a sticky issue, it could include a provision that the district must have taken employment action of at least suspension without pay). Schools should not have to endlessly discipline teachers who repeatedly demonstrate that they are not going to comply with what is expected of them. This kind of endless due process is what gives education and especially teachers' unions a bad name in the press and public at large, especially recently. If school leaders could rightfully inform teachers who have disciplined multiple times and even been suspended without pay that they are putting their credential at risk, it might help get the message across that education does not accept recalcitrant behavior.
38	Violent Acts in the workplace. Fraud Other criminal convictions
39	Weapons violation Any violent crime
40	Would deprive credential holders of due process and the mandatory offenses are already too broad, especially with regard to theft related convictions PC484-488